



**AMERICAN EMBASSY  
MANILA**

# VACANCY ANNOUNCEMENT

**ANNOUNCEMENT NUMBER: 2014 – 015**

**OPEN TO:** US Citizen Eligible Family Members (USEFMs) - All Agencies

**POSITION:** Cultural Affairs Assistant (PAS/CA)  
FP-5

**OPENING DATE:** February 5, 2014

**CLOSING DATE:** February 20, 2014

**WORK HOURS:** Full-time; 40 hours/week  
(Weekend and after hours work may be required)

**SALARY:** Not-Ordinarily Resident (NOR): USD 50,544 p.a.  
(Starting salary and final grade will be determined by Washington)

The U.S. Embassy in Manila is seeking an individual for the position of **Cultural Affairs Assistant** in the **Public Affairs Section's Office of Cultural Affairs (PAS/CA)**.

## **BASIC FUNCTION OF POSITION**

Under the general supervision of the Cultural Affairs Officer, the incumbent manages the Embassy's EducationUSA and English language programs in the Philippines and may supervise up to one Locally Employed Staff member.

**EducationUSA:** Takes the lead and coordinates with Public Affairs Staff, Mission personnel, the Thomas Jefferson Information Center (TJIC) and the Philippine-American Educational Foundation (PAEF) to develop a country-wide strategy for marketing and outreach for EducationUSA and advising centers throughout the Philippines. Ensures that EducationUSA in the Philippines provides a range of services for all students seeking information about educational opportunities in the United States. Develops outreach materials and strategy for Embassy personnel and advising centers, as appropriate. Sets up and manages the Embassy's annual EducationUSA Fair. Provides educational advising as necessary.

**English language programs:** Coordinates with Public Affairs Staff as well as the Regional English Language Officer (RELO) to organize program details (including the drafting of proposals and budgets) to support English language programs, including the English Access Microscholarship program, the English Language Specialist program, the English Language Fellow program and other activities related to the teaching of English

to speakers of other languages (TESOL). Ensure programs start and finish in accordance with grant timelines, assist partner service providers with drafting program proposals and budgets, reviews budgets and ensures programs meet the Public Affairs Section's overall objectives as well as Bureau of Educational and Cultural Affairs standards and guidelines. Works with the host institutions to set up appropriate living and work environments (as necessary) and provides on-going assistance and monitoring and evaluation of the programs.

## **QUALIFICATIONS REQUIRED**

*All applicants **must** address each selection criterion detailed below with specific and comprehensive information supporting each item. Applicants who fail to do so, or who do not meet the position's required qualifications, **will not** be considered for this position.*

### **Education:**

- A bachelor's degree in marketing, education, business or in any liberal arts or social science from a US accredited college or university is required.

### **Experience:**

- At least five (5) years of professional experience in education and/or marketing is required.

### **Language:**

- Level 4 (Fluent) Speaking/Reading/Writing English is required.

### **Knowledge, Skills and Abilities:**

- Must have cultural sensitivity, superior interpersonal skills, including written and oral communication and strong public speaking skills.
- Must have sophisticated problem solving and analytical skills necessary to coordinate and lead mission-wide efforts to promote study in the U.S and English language programs as well as the ability to plan and execute programs independently in year-long cycles.
- Must have computer and internet research, training, and management skills.

**NOTE:** *When appropriate, the Human Resources Office will administer necessary language and/or skills testing to confirm an applicant's qualifications.*

## **SELECTION PROCESS**

When fully qualified, U.S. Citizen Eligible Family Members (US EFM's) and U.S. Veterans will be given preference. Therefore, it is essential that the candidate specifically address the required qualifications above in the application.

## **ADDITIONAL SELECTION CRITERIA**

- Management will consider nepotism/conflict of interest, budget, and residency status in determining successful candidacy.
- Current employees serving a probationary period are not eligible to apply.
- Currently employed U.S. Citizen EFMs who hold a Family Member Appointment (FMA) are ineligible to apply for advertised positions within the first 90 calendar days of their employment.
- Currently employed Not Ordinarily Resident (NORs) applicants hired under a Personal Services Agreement (PSA) are ineligible to apply for advertised positions within the first 90 calendar days of their employment unless currently hired into a position with a “When Actually Employed” (WAE) work schedule.
- The candidate must be able to obtain and hold a Secret security clearance.

## TO APPLY

Interested candidates for this position must submit the following:

1. Application for Employment as a Locally Employed Staff or Family Members (DS-174); **or**
2. A current resume or curriculum vitae that provides the same information found on the DS-174 (*see Appendix B below for more information*);
3. A combination of both; i.e. Sections 1 -24 of the DS-174 along with a listing of the applicant’s work experience attached as a separate sheet; **plus**
4. Candidates who claim US Veterans preference must provide a copy of their Form DD-214 with their application. Candidates who claim conditional US Veterans preference must submit documentation confirming eligibility for a conditional preference in hiring with their application.
5. Any other documentation (e.g., essays, certificates, awards) that addresses the qualification requirements of the position as listed above.

## SUBMIT APPLICATION TO

Human Resources Office  
Chancery Annex Building, Room 300  
American Embassy Manila  
Telephone: (632)301-2000 ext. 5101  
Fax: (632)301-2399, Attention: HR Office  
E-mail: [ManilaEFMEmployment@state.gov](mailto:ManilaEFMEmployment@state.gov) (please send as an MS Word attachment)

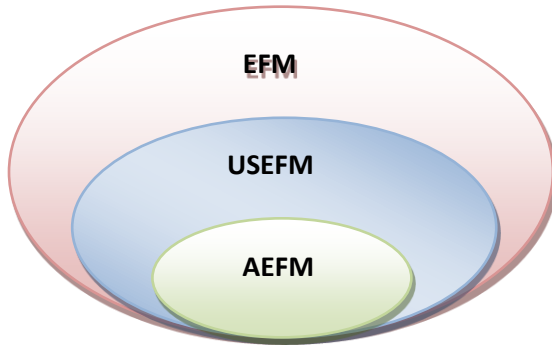
**CLOSING DATE FOR THIS POSITION: February 20, 2014**

*The U.S. Mission in the Philippines provides equal opportunity and fair and equitable treatment in employment to all people without regard to race, color religion, sex, national origin, age, disability, political affiliation, marital status, or sexual orientation. The Department of State also strives to achieve equal employment opportunity in all personnel operations through continuing diversity enhancement programs.*

*The EEO complaint procedure is not available to individuals who believe they have been denied equal opportunity based upon marital status or political affiliation. Individuals with such complaints should avail themselves of the appropriate grievance procedures, remedies for prohibited personnel practices, and/or courts for relief.*

## Appendix A

### DEFINITIONS:



This diagram demonstrates how an Appointment Eligible Family Member (AEFM) is also a US-citizen Eligible Family Member (USEFM) as well as an Eligible Family Member (EFM).

**Eligible Family Member (EFM):** An individual related to a US Government employee in one of the following ways:

- Spouse or same-sex domestic partner (as defined in 3 FAM 1610);
- Child, who is unmarried and under 21 years of age or, regardless of age, is incapable of self-support. The term shall include, in addition to natural offspring, stepchildren and adopted children and those under legal guardianship of the employee or the spouse when such children are expected to be under such legal guardianship until they reach 21 years of age and when dependent upon and normally residing with the guardian;
- Parent (including stepparents and legally adoptive parents) of the employee or of the spouse, when such parent is at least 51 percent dependent on the employee for support;
- Sister or brother (including stepsisters and stepbrothers, or adoptive sisters or brothers) of the employee, or of the spouse, when such sibling is at least 51 percent dependent on the employee for support, unmarried, and under 21 years of age, or regardless of age, incapable of self-support.

**US Citizen Eligible Family Member (USEFM):** For purposes of receiving a preference in hiring for a qualified position, an EFM who meets the following criteria:

- US Citizen; and,
- EFM (see above) at least 18 years old; and,
- Listed on the travel orders of a direct-hire Foreign, Civil, or uniformed service member assigned to or stationed abroad with a USG agency that is under COM authority, or at an office of the American Institute in Taiwan; and either:
  1. Resides at the sponsoring employee's or uniformed service member's post of assignment abroad or at an office of the American Institute in Taiwan; or
  2. Resides at an Involuntary Separate Maintenance Allowance (ISMA) location authorized under 3 FAM 3232.2.

**Appointment Eligible Family Member (AEFM):** EFM (see above) eligible for a Family Member Appointment for purposes of Mission employment:

- U.S. citizen; and
- Spouse or same-sex domestic partner (as defined in 3 FAM 1610) or a child of the sponsoring employee who is unmarried and at least 18 years old; and

- Is listed on the travel orders or approved Form OF-126, Foreign Service Residence and Dependency Report, of a sponsoring employee, i.e., a direct-hire Foreign Service, Civil Service, or uniformed service member who is permanently assigned to or stationed abroad at a U.S. mission, or at an office of the American Institute in Taiwan (AIT), and who is under chief of mission authority; and
- Is residing at the sponsoring employee's post of assignment abroad or, as appropriate, office of the American Institute in Taiwan.
- Does not receive a Foreign Service or Civil Service annuity

**Member of Household (MOH):** An individual who accompanies a direct-hire Foreign, Civil, or uniformed service member permanently assigned or stationed at a U.S. Foreign Service post or establishment abroad, or at an office of the American Institute in Taiwan. An MOH is:

- Not an EFM; and,
- Not on the travel orders of the sponsoring employee; and,
- Has been officially declared by the sponsoring USG employee to the COM as part of his/her household.

A MOH is under COM authority and may include a parent, unmarried partner, other relative or adult child who falls outside the Department's current legal and statutory definition of family member. A MOH does not have to be a US Citizen.

**Not Ordinarily Resident (NOR)** – An individual who:

- Is not a citizen of the host country; and,
- Does not ordinarily reside (*OR*, see below) in the host country; and,
- Is not subject to host country employment and tax laws; and,
- Has a US Social Security Number (SSN).

NOR employees are compensated under a GS or FS salary schedule, not under the LCP.

**Ordinarily Resident (OR)** – A Foreign National or US citizen who:

- Is locally resident; and,
- Has legal, permanent resident status within the host country; and,
- Is subject to host country employment and tax laws.

EFMs without US Social Security Numbers are also OR. All OR employees, including US citizens, are compensated in accordance with the Local Compensation Plan (LCP).

## Appendix B

If an applicant is submitting a resume or curriculum vitae, s/he must provide the following information equal to what is found on the UAE. **Failure to do so will result in an incomplete application.**

- A. Position Title
- B. Position Grade
- C. Vacancy Announcement Number (if known)
- D. Dates Available for Work
- E. First, Middle, & Last Names as well as any other names used
- F. Date and Place of Birth
- G. Current Address, Day, Evening, and Cell phone numbers
- H. U.S. Citizenship Status (Yes or No) & status of permanent U.S. Resident (Yes or No; if yes, provide number)
- I. U.S. Social Security Number and/or Identification Number
- J. Eligibility to work in the country (Yes or No)
- K. Special Accommodations the Mission needs to provide
- L. If applying for position that includes driving a U.S. Government vehicle, Driver's License Class / Type
- M. Days available to work for the U.S. Government (include their Name, Relationship, & Agency, Position, Location)
- O. U.S. Eligible Family Member and Veterans Hiring Preference
- P. Education
- Q. License, Skills, Training, Membership, & Recognition
- R. Language Skills
- S. Work Experience
- T. References

Approved:HR:Robyn Coble  
Cleared:PAS:Kristin Kneedler  
Cleared:FMC:Jeffrey Searce